



# **PREVENTION OF SEXUAL HARASSMENT**

# **Army Policy**

**The policy of the Army is that sexual harassment is unacceptable conduct and will not be tolerated. Army leadership at all levels will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual Harassment destroys teamwork and is detrimental to combat readiness. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel.**

# Sexual Harassment

- ✔ **A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:**
- ✔ **Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or**
- ✔ **Submission to or rejection of such conduct by a person is made as a basis for career or employment decisions affecting that person, or**
- ✔ **Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.**

# Categories of Sexual Harassment

- **Quid Pro Quo**
- **Hostile environment**

# Quid Pro Quo

- ☛ **Latin term meaning: “this for that”**
- ☛ **Placing conditions on a person’s job or terms of employment in return for sexual favors**
- ☛ **Making promises of career advancement, promotions, or other benefits in exchange for sexual favors**



# Hostile Environment

- **Offensive, unwanted, and unsolicited comments and behaviors of a sexual nature**
- **Most prevalent form of sexual harassment in the Army**

# Impact vs. Intent

- ✓ **Assessment of behavior is a leadership responsibility**
- ✓ **Behavior assessed from perspective of recipient**
- ✓ **“I was only joking” is not an excuse**
- ✓ **Emotional effect or willingness to submit is not relevant**

# Reasonable Person Standard

- How would a reasonable person under similar circumstances react or be affected by such behavior?
- Men and women can watch the same behavior, but have very different perspectives about what they saw and how they feel.



# **Sexual Harassment Behaviors**

- ✓ **Verbal comments**
- ✓ **Nonverbal comments**
- ✓ **Physical contact**

# Verbal

- ✔ Sexual jokes or profanity
- ✔ Off color sexual comments
- ✔ Verbal threats
- ✔ Barking, growling, whistling, etc.
- ✔ Describing sexual attitudes of one's physical appearance or attributes

# Non-Verbal

- ✓ Leering, ogling, giving “the once over”
- ✓ Blowing kisses, licking lips, winking
- ✓ Notes, letters, faxes, computer e-mail
- ✓ Sayings, bumper stickers, cartoons, posters, pictures
- ✓ Calendar, pin-ups, quotations

# Physical Contact

- ☞ Touching, patting, hugging
- ☞ Pinching, grabbing, cornering, kissing
- ☞ Playing footsie or kneesie
- ☞ Blocking a passageway
- ☞ Providing unsolicited back or neck rubs
- ☞ Unsolicited adjusting of a person's clothing

# **Leader Responsibilities**

- Ensuring that the environment is safe and clean**
- Training subordinates to behave appropriately**
- Maintaining a climate of openness and mutual trust**



# **Sexual Harassment Checklist**

- ☞ Is the behavior sexual in nature?**
- ☞ Is the behavior unwelcomed?**
- ☞ Does the behavior create a hostile or offensive environment?**
- ☞ Have sexual favors been demanded, requested, or suggested?**

# **Impact of Sexual Harassment**

- ☞ Interferes with victim's work performance**
- ☞ Creates unreasonable stress in the work place**
- ☞ Puts high levels of fear and anxiety in the work place**
- ☞ Negative impact on mission accomplishment**

# **Victim's Reactions to Sexual Harassment**

- **Denial**
- **Rationalization**
- **Avoidance**

# Techniques for Dealing with Sexual Harassment

- ✓ **Direct Approach**
- ✓ **Indirect Approach**
- ✓ **Third Party**
- ✓ **Chain of Command**
- ✓ **File a Formal Complaint**
- ✓ **Report IT!**

# **Sexual Harassment Assessment**

- ✓ **Define the incident**
- ✓ **Frequency of behavior**
- ✓ **Victim impact**
- ✓ **Appropriateness of behavior**
- ✓ **Rank/position relationship**
- ✓ **Past history**
- ✓ **Consequences of your actions**
- ✓ **Environment assessment**



# Prevention Components

- ✓ **Leader commitment**
- ✓ **Mandatory training**
- ✓ **Reporting system**
- ✓ **System of corrective actions**

# **Administrative Actions**

- ✓ **Bar to Reenlistment**
- ✓ **Letter of Admonishment or Reprimand**
- ✓ **Relief for Cause**
- ✓ **Rehabilitative transfer**
- ✓ **Additional training**
- ✓ **Required counseling**
- ✓ **Denial of certain privileges**

# Strategies to Combat Sexual Harassment

- ✓ **Be proactive**
- ✓ **Keep soldiers/civilians informed and educated**
- ✓ **Conduct training**
- ✓ **Outline procedures and policies**

# **System Concept**

- ✓ A readily available system**
- ✓ Treats all complaints seriously**
- ✓ Reduce fears of reprisal or intimidation**
- ✓ Right to have complaints heard by the chain of command**

# Bottom Line

- ✓ **Sexual Harassment disrupts unit cohesion**
- ✓ **Prevention is the key**
- ✓ **Must be reported before action can be taken**
- ✓ **Leaders set the example by correcting behaviors**